Mr. Thomas Manjuran.—Section 35, page 13.

Deputy President.—Yes, all those who have sent resolutions or motions can speak. Anybody can speak.

Resolutions on the Special Finance Committee Report.

Major Heads of Departments.

Mr. K. P. Kannan Nayar.—Paragraph 35, 'Grades of Departmental Heads'. On that matter I have sent a resolution, that is, No. 5. This is the resolution which I move for your acceptance:

"*This Council recommends to the Government that the pay of the major Heads of Departments be fixed at Rs. 400 per mensem rising to a maximum of Rs. 600, except the pay of the Diwan and the Judges of the Chief Court, and that the Secretary to the Diwan also be included in the classification of major Head of a Department*".

Now, in requesting you to accept this resolution, I shall preface it by one or two words. There are a number of motions and resolutions, and we have only two more days before us. I do not want to take up much of your time with reference to this. So far as the object of the Committee itself that was constituted is concerned, it was retrenchment. Now, there is another aspect which has to be considered, and that resolution comes later on, that, if possible, we must try to increase the prospect of the subordinate officers. Now, it may be questioned or it may be asked : all these things will bring about additional expenditure, and how are you going to meet this additional expenditure, unless you bring in new sources of taxation? There is a majority of opinion that, so far as our administration is concerned, it is to some extent top-heavy, so that my suggestion would be that, so far as Heads of Departments are concerned, their pay may be standardised, and the minimum pay of the major Head of a Department may be fixed at Rs. 400, and he may be allowed to rise up to Rs. 600. That would be my proposal. Now, I have made this proposal with another object also in view; the Special Finance Committee have fixed with reference to the major Heads of Departments the minimum pay of Rs. 600 rising up to Rs. 800. My object is all those subordinate officers in one Department who may be competent at one time or other to come to be the major Head of a Department must certainly be enabled to do it. So far as the sub-heads are concerned, their pay now stops with Rs. 300 or somewhere there. You will find there is a big drop from Rs. 600 to 300. Now, suppose the Assistant Conservator of Forests is competent to take the place of the Conservator of Forests—of course, if it is so—if you fix the pay at 300 and begin the Conservator's pay

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at 600, 99 per cent that gentleman, even if he is competent, may not get a chance at all. (*Hear, hear.*) So that, my object in bringing this proposal of fixing the minimum at 400 is with a view to give a fair chance to all competent subordinate officers also at one time or other to fill the places of Heads of Departments.

Then, why I fix it at Rs. 600 would be the next question. Now, I have to say, no doubt, I have heard opinions expressed by several others, that you are sacrificing efficiency at the cost of this; when you propose 600 you are making the service not attractive and all that. I want you to understand that this is what is called *public service*. Now, we are all here saying that Cochin should be for Cochinites, you should not bring foreigners, and public service also should be a part of the duty of every patriotic citizen of the State. However efficient he may be, so long as he continues his activities in this State and this State alone, he must be prepared to sacrifice something for his country. There may be so many here who, if they go outside, may have very great prospects. Now, so long as he chooses to tie himself down to this State, he must be prepared to sacrifice a little for the sake of his State There must be the satisfaction that you are paid consistently with the means of our State. Our State, you will be pleased to see, is only 1/5 of the size of Travancore which has a revenue of 238 and odd lakhs, while the revenue here is only 70 lakhs or somewhere there.

Rao Sahib Mr. T. V. Kasturi Ranga Ayyar.—It is 1/3.

Mr. K. P. Kannan Nayar.—Yes; and our population, you will find, is only $\frac{1}{4}$ of what it is in Travancore, so that compared with the area, compared with the revenue, compared with the population, compared with all that, we have to find out a *via media*. There is also another thing. I can, in fact, very boldly make the statement that the Head of a Department who gets 600 rupees, if only, as I said before, there is a little bit of self-sacrifice in him, I do not think it will be difficult for him to live in a decent manner and save, at the same time, a decent amount for his posterity. Now, according to me, I don't think any Head of a Department is spending now more than Rs. 300; I mean what he has to spend. There may be so many people who may be spending more. What I say is I do not think there is any necessity for anybody here to spend anything more than 300 rupees to live in a decent manner. Of course, so far as decency is concerned the term is relative. As I prefaced my proposition, you must be prepared to incur a little bit of self-sacrifice. That is one thing. So that Rs. 600, according to

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me, should be considered a satisfactory maximum for any Head of a Department. I do not think I need take up the time of the House longer by reiterating upon this any further, so that I put it to you and request you may be pleased to accept it.

Dr. A. R. Menon.—Sir, I rise to second this proposition. The reason why I do so is that the non-officials who formed the members of that Committee are not responsible for producing this report. It should be clearly borne in mind that all provisions contained in that report had not been accepted unanimously by the members who constituted that Committee. We have entered our protest, at least I have, in no mild terms, against the enhancement of salary especially of those members who constituted in the Committee the *big five*! I do not want to insinuate anything against them. The argument advanced was this. Unless you pay a decent salary, the officers will not be able to keep up their position and live in the status in which they should live, and that you will not be able to get efficient men to occupy those places. I would have realised the greatness and strength of the argument, but, if you analyse the position of the present Heads of Departments, you will find that the majority of these Heads of Departments, to their great credit, have risen from very humble position to some of the highest places in the State Service. If it is after a competitive examination that you are asking people to enter into these posts, the high salary will be an attraction for efficient men to sit in competition and get into the Department. But here it is a question of years. Therefore, you will see that these men, to their great credit, have risen from very low places and reached the highest places, and how does it affect them whether it is Rs. 600 or Rs. 800? If you begin life at 50 or 60 or Rs. 100, how does it affect whether the maximum salary is fixed at 600 or 800? I can quite understand this argument, if anybody brings it, so far as the Chief Court Judges are concerned. But I cannot understand how this argument is tenable in this connection. That is one point.

The second is, it is a great mistake to think that an officer's status and position and honour depend upon the salary that he draws. There are many merchants whose income is more than 4 or 5 times their income per mensem, but I ask whether they carry the same respectability, and the same authority and the same general respect of the public as our officials do. Therefore, the respect is due to the position that they occupy and not to the amount that they receive. That is the second point. I will give you an instance. In a country like Japan, which is surely a bigger country than Cochin, the pay of the Governor

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comes to only Rs 1,200, the Prime Minister's pay is about Rs. 1,500. The Prime Minister of England gets no pay, but he gets £ 5,000 as the First Lord of the Treasury. £. 5,000 in England is only Rs. 5,000 in this country. One pound there carries only as much value as one rupee does in this country. Therefore, the permanent Secretary to the British Empire gets only Rs. 5,000 but corresponding posts in India carry 4,000 and 5,000 rupees' pay, *i. e.*, the pay of the Executive Council Members in British Provinces, and we simply copy out the system existing in British territory. You say the pay and emoluments of an officer are the true criterion of the worth of his place, and you say that, unless you raise the pay and emoluments of the officer, his status is lowered. The proposition is untenable, and this idea should not be operative upon us in coming to a decision.

The third reason why I want this House to consider this point is whatever changes you propose to suggest to the Government, do not by any means affect the present holders of these posts, and I fail to see why they should be so very anxious to put up a fight for those who may come after them.

Then, there is another reason. You may think that the salary is based on the work that they are turning out. It is not so. It was based upon the individuals—not the present gentlemen. It used to be the custom here to bring in outsiders, gentlemen who have got high places in British territory, and naturally the State had to pay a higher salary to get their services. For example, in the Forest Department, and in the Police Department and all these places, the pay has been increased only when we imported officers from British territory. Therefore, it is only a series of circumstances that has produced this high salary, and any consideration that such and such salary is essential to keep the reputation of these officers should not be operative upon you. I do not wish to say anything more. These are the salient features I want the House to realise. But I may say, on my own behalf and so far as two of my friends are concerned, that we have no part or lot in this salary question of Rs. 600 to 800.

Government Advocate.

Mr. P. Krishna Menon.—There is an amendment standing in my name (i. e., No. 5) to this proposition and that is to add the words "including the Government Advocate" between the words "Department" and "be" in line 2 of the resolution. I wish to add only a couple of words by way of supporting that amendment, and I believe the mover of the resolution may not have any serious objection to accept that amendment. It may

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